

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

20-CA-283393

Date Filed

09/23/2021

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Mapbox		b. Tel. No. (202) 250-3633
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 50 Beale Street, Floor 9 San Francisco, CA 94105	e. Employer Representative David Durham, Attorney	g. e-mail ddurham@mwe.com
		h. Number of workers employed 220

i. Type of Establishment (factory, mine, wholesaler, etc.) Computer Applications	j. Identify principal product or service Computer Applications
---	---

The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a)(1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attachment

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Communications Workers of America AFL-CIO

4a. Address (Street and number, city, state, and ZIP code) 2804 Gateway Oaks Drive, Suite 150 Sacramento, CA 95833	4b. Tel. No.
	4c. Cell No. (617) 620-2831
	4d. Fax No.
	4e. e-mail wmcenany@cwa-union.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Communications Workers of America AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

DAVID A. ROSENFELD

(Print/type name and title or office, if any)

Weinberg Roger & Rosenfeld

Address 1575 55th Street, Emeryville, CA 94608

Date September 23, 2021

Tel. No.
(510) 337-1001

Office, if any, Cell No.

Fax No.
(510) 337-1023e-mail
nrlr@notices@unioncounsel.net
drosefeld@unioncounsel.netWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge against Employer

Mapbox

Within the last six months the above-named employer has repeatedly engaged in surveillance of union meetings and/or meetings in which employees were engaged in protected concerted activity. The employer has repeatedly interrogated employees about union and/or protected concerted activity. The employer has coerced employees with respect to the exercise of the rights guaranteed by Section 7 of the Act. The employer has disciplined, including terminating employees on account of union and/or protected activity. The employer has threatened employees with respect to the exercise of their rights guaranteed by Section 7.

152454\1206041



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 20
901 Market Street, Suite 400
San Francisco, CA 94103-1738

Agency Website: www.nlr.gov
Telephone: (415)356-5130
Fax: (415)356-5156



Download
NLRB
Mobile App

September 23, 2021

Mapbox
50 Beale Street
Floor 9
San Francisco CA 94105

Re: Mapbox
Case 20-CA-283393

Dear Sir or Madam:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner LANA PFEIFER whose telephone number is (628)221-8869. If this Board agent is not available, you may contact Supervisory Field Examiner OLIVIA VARGAS whose telephone number is (628)221-8876.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not

enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Correspondence: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, www.nlr.gov. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,



JILL H. COFFMAN
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

cc: David Durham, Attorney
McDermott Will & Emery LLP
555 Mission Street
Suite 2400
San Francisco CA 94105

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME	CASE NUMBER 20-CA-283393
-----------	-----------------------------

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)

2. TYPE OF ENTITY

☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)

3. IF A CORPORATION or LLC

A. STATE OF INCORPORATION OR FORMATION	B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES
--	--

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS

5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR

6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).

7A. PRINCIPAL LOCATION:

7B. BRANCH LOCATIONS:

8. NUMBER OF PEOPLE PRESENTLY EMPLOYED

A. TOTAL:

B. AT THE ADDRESS INVOLVED IN THIS MATTER:

9. DURING THE MOST RECENT (Check the appropriate box): ☐ CALENDAR ☐ 12 MONTHS or ☐ FISCAL YEAR (FY DATES _____)

	YES	NO
A. Did you provide services valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value. \$ _____		
B. If you answered no to 9A, did you provide services valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided. \$ _____		
C. If you answered no to 9A and 9B, did you provide services valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$ _____		
D. Did you sell goods valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$ _____		
E. If you answered no to 9D, did you sell goods valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$ _____		
F. Did you purchase and receive goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$ _____		
G. Did you purchase and receive goods valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$ _____		
H. Gross Revenues from all sales or performance of services (Check the largest amount) <input type="checkbox"/> \$100,000 <input type="checkbox"/> \$250,000 <input type="checkbox"/> \$500,000 <input type="checkbox"/> \$1,000,000 or more If less than \$100,000, indicate amount.		
I. Did you begin operations within the last 12 months? If yes, specify date: _____		

10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?

☐ YES ☐ NO (If yes, name and address of association or group).

11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS

NAME	TITLE	E-MAIL ADDRESS	TEL. NUMBER
------	-------	----------------	-------------

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)	SIGNATURE	E-MAIL ADDRESS	DATE
--------------------------------	-----------	----------------	------

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

MAPBOX

Charged Party

and

**COMMUNICATIONS WORKERS OF AMERICA
AFL-CIO, CLC**

Charging Party

Case 20-CA-283393

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on September 23, 2021, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

Mapbox
50 Beale Street
Floor 9
San Francisco CA 94105

David Durham, Attorney
McDermott Will & Emery LLP
555 Mission Street
Suite 2400
San Francisco CA 94105

September 23, 2021

Date

Caroline Barker, Designated Agent of NLRB

Name

/s/ Caroline Barker

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 20
901 Market Street, Suite 400
San Francisco, CA 94103-1738

Agency Website: www.nlr.gov
Telephone: (415)356-5130
Fax: (415)356-5156



Download
NLRB
Mobile App

September 23, 2021

Wesley McEnany, Union Representative
Communications Workers of America, AFL-CIO
2804 Gateway Oaks Drive
Suite 150
Sacramento CA 95833

Re: Mapbox
Case 20-CA-283393

Dear Mr. McEnany:

The charge that you filed in this case on September 23, 2021 has been docketed as case number 20-CA-283393. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner LANA PFEIFER whose telephone number is (628)221-8869. If this Board agent is not available, you may contact Supervisory Field Examiner OLIVIA VARGAS whose telephone number is (628)221-8876.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Correspondence: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, www.nlr.gov. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

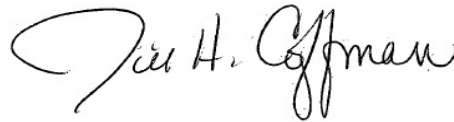
If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability.
Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read "Jill H. Coffman". The signature is fluid and cursive, with the first name "Jill" and last name "Coffman" clearly distinguishable.

JILL H. COFFMAN
Regional Director

cc: David A. Rosenfeld, Attorney
Weinberg Roger & Rosenfeld
1375 55th Street
Emeryville CA 94608-2609

Copy of charge only sent to:

Domonique Thomas, Assistant to the VP
CWA District 9
12215 Telegraph Road
Suite 210
Santa Fe Springs CA 90670

From: [Foster, Christopher](#)
To: [Clark, Tracy](#)
Subject: RE: 20-CA-283393 Mapbox
Date: Monday, September 27, 2021 11:16:28 AM

Ms. Clark,

For this charge (case no. 20-CA-283393), would you please have me designated as the sole rep of Mapbox (including as listed on the NLRB website) and remove David Durham? Also, the company's General Counsel (Laurel Finch) would like to be copied on communications from the Region if possible. Her email address is laurel.finch@mapbox.com.

Thank you

-Chris

CHRISTOPHER FOSTER
Partner
McDermott Will & Emery LLP 415 Mission Street, Suite 5600, San Francisco, CA 94105-2616
Tel +1 628 218 3826 **Email** cfoster@mwe.com
[Biography](#) | [Website](#) | [vCard](#) | [Twitter](#) | [LinkedIn](#)
* Admitted to practice law in California, Washington, and Idaho

From: Foster, Christopher
Sent: Friday, September 24, 2021 3:41 PM
To: Clark, Tracy <Tracy.Clark@nlrb.gov>
Subject: RE: 20-CA-283393 Mapbox

Thank you, Ms. Clark. Greatly appreciate it. Have a nice weekend.

-Chris

CHRISTOPHER FOSTER
Partner
McDermott Will & Emery LLP 415 Mission Street, Suite 5600, San Francisco, CA 94105-2616
Tel +1 628 218 3826 **Email** cfoster@mwe.com
[Biography](#) | [Website](#) | [vCard](#) | [Twitter](#) | [LinkedIn](#)
* Admitted to practice law in California, Washington, and Idaho

From: Clark, Tracy <Tracy.Clark@nlrb.gov>
Sent: Friday, September 24, 2021 3:32 PM
To: Foster, Christopher <Cfoster@mwe.com>
Subject: 20-CA-283393 Mapbox

[External Email]

Mr. Foster,

Please find a copy of the charge in the above-reference case attached. I have already listed you as a

participant in this matter so no need to file a NOA. You should show up as such on our public website.

Tracy Clark
Field Attorney
National Labor Relations Board, Region 20
901 Market Street, Suite 400
San Francisco, CA 94103
Phone: (628)221-8841

The NLRB now requires electronic filing of documents, including affidavits, correspondence, position statements, and documentary or other evidence. This requirement does not apply to ULP charges, or to petitions and showings of interest in representation cases. See GC 20-01.

<https://apps.nlr.gov/link/document.aspx/09031d4582dfa410>

E-filing link: <https://www.nlr.gov/cases-decisions/filing>

Written instructions for the Agency's E-Filing System: <https://apps.nlr.gov/myAccount/assets/E-Filing-System-User-Guide.pdf>

Video demonstration with instructions:

https://apps.nlr.gov/myAccount/assets/My%20Account%20Portal%20Overview/story_html5.html

Frequently Asked Questions. <https://apps.nlr.gov/myAccount/#/FileCaseDocument/FAQ>

This electronic message may contain confidential or privileged information. If you received this transmission in error, please reply to the sender to advise of the error and delete this transmission and any attachments.

This message is a PRIVATE communication. This message and all attachments are a private communication sent by a law firm and may be confidential or protected by privilege. If you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution or use of the information contained in or attached to this message is strictly prohibited. Please notify the sender of the delivery error by replying to this message, and then delete it from your system. Our [Privacy Policy](#) explains how we may use your personal information or data and any personal information or data provided or made available to us. Thank you.

Please visit <http://www.mwe.com/> for more information about our Firm.

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

Mapbox, Inc.

and

Communications Workers of America, AFL-CIO

CASE 20-CA-283393

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

☐ GENERAL COUNSEL
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF _____
Mapbox, Inc.

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☐ REPRESENTATIVE IS AN ATTORNEY

☐ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

NAME: Tanja L. Thompson
MAILING ADDRESS: 3725 Champion Hills Drive, Suite 3000, Memphis, TN 38125
E-MAIL ADDRESS: tthompson@littler.com
OFFICE TELEPHONE NUMBER: 901.322.1223
CELL PHONE NUMBER: 901.210.8404 FAX: 901.531.8179
SIGNATURE: Tanja L. Thompson
(Please sign in ink.)
DATE: October 13, 2021

¹ IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
FIRST AMENDED CHARGE AGAINST EMPLOYER

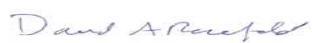
DO NOT WRITE IN THIS SPACE

Case 20-CA-283393

Date Filed 10/22/2021

INSTRUCTIONS:

File an original with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Mapbox		b. Tel. No. (202) 250-3633
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 50 Beale Street, Floor 9 San Francisco, CA 94105	e. Employer Representative David Durham, Attorney	g. e-Mail ddurham@mwe.com
		h. Number of workers employed 220
i. Type of Establishment (factory, mine, wholesaler, etc.) Computer Applications	j. Identify principal product or service Computer Applications	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of sections 8(a)(1) (2) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce with the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act..		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Communications Workers of America AFL-CIO		
4a. Address (Street and number, city, state, and ZIP code) 2804 Gateway Oaks Drive, Suite 150 Sacramento, CA 95833		4b. Tel. No.
		4c. Cell No. (617) 620-2831
		4d. Fax No.
		4e. e-Mail wmcenany@cwa-union.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Communications Workers of America AFL-CIO		
6. DECLARATION		Tel. No. (510) 337-1001
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Office, if any, Cell No.
		Fax No. (510) 337-1023
DAVID A. ROSENFELD		e-Mail nlrbtnotices@unioncounsel.net drosenfeld@unioncounsel.net
(signature of representative or person making charge)		
(Print/type name and title or office, if any)		
Address: Weinberg Roger & Rosenfeld 1375 55th Street Emeryville, CA 94608		
October 22, 2021 (date)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

152454\1215758

Attachment to First Amended Charge against Employer

Mapbox

Within the last six months the above-named employer has repeatedly engaged in surveillance of union meetings and/or meetings in which employees were engaged in protected concerted activity. The employer has repeatedly interrogated employees about union and/or protected concerted activity. The employer has coerced employees with respect to the exercise of the rights guaranteed by Section 7 of the Act. The employer has disciplined, including terminating employees on account of union and/or protected activity. The employer has threatened employees with respect to the exercise of their rights guaranteed by Section 7.

The employer has unlawfully formed and/or assisted a labor organization consisting of an alleged workers committee.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 20
901 Market Street, Suite 400
San Francisco, CA 94103-1738

Agency Website: www.nlr.gov
Telephone: (415)356-5130
Fax: (415)356-5156



Download
NLRB
Mobile App

October 25, 2021

Mapbox
50 Beale Street
Floor 9
San Francisco CA 94105

Re: Mapbox
Case 20-CA-283393

Dear Sir or Madam:

Enclosed is a copy of the first amended charge that has been filed in this case.

Investigator: This charge is being investigated by Field Examiner LANA PFEIFER whose telephone number is (628)221-8869. If the agent is not available, you may contact Supervisory Field Examiner OLIVIA VARGAS whose telephone number is (628)221-8876.

Presentation of Your Evidence: As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site (www.nlr.gov). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its

determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

A handwritten signature in black ink, reading "Jill H. Coffman". The signature is fluid and cursive, with the first name "Jill" and last name "Coffman" clearly legible. The middle initial "H." is smaller and less distinct.

JILL H. COFFMAN
Regional Director

Enclosure: Copy of first amended charge

cc: Christopher M. Foster, Attorney
McDermott Will & Emery LLP
415 Mission Street, Suite 5600
San Francisco CA 94105

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

MAPBOX

Charged Party

and

**COMMUNICATIONS WORKERS OF AMERICA
AFL-CIO, CLC**

Charging Party

Case 20-CA-283393

AFFIDAVIT OF SERVICE OF FIRST AMENDED CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on October 25, 2021, I served the above-entitled document(s) by regular mail upon the following persons, addressed to them at the following addresses:

Mapbox
50 Beale Street
Floor 9
San Francisco CA 94105

Christopher M. Foster, Attorney
McDermott Will & Emery LLP
415 Mission Street, Suite 5600
San Francisco CA 94105

October 25, 2021

Date

Caroline Barker, Designated Agent of NLRB

Name

/s/ Caroline Barker

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 20
901 Market Street, Suite 400
San Francisco, CA 94103-1738

Agency Website: www.nlr.gov
Telephone: (415)356-5130
Fax: (415)356-5156



Download
NLRB
Mobile App

October 25, 2021

Wesley McEnany, Union Representative
Communications Workers of America, AFL-CIO
2804 Gateway Oaks Drive
Suite 150
Sacramento CA 95833

Re: Mapbox
Case 20-CA-283393

Dear Mr. McEnany:

We have docketed the first amended charge that you filed in this case.

Investigator: This charge is being investigated by Field Examiner LANA PFEIFER whose telephone number is (628)221-8869. If the agent is not available, you may contact Supervisory Field Examiner OLIVIA VARGAS whose telephone number is (628)221-8876.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site (www.nlr.gov). You must e-file all documents electronically or provide a

written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,



JILL H. COFFMAN
Regional Director

cc: David A. Rosenfeld, Attorney
Weinberg Roger & Rosenfeld
1375 55th Street
Emeryville CA 94608-2609

Copy of charge only sent to:

Domonique Thomas, Assistant to the VP
CWA District 9
12215 Telegraph Road
Suite 210
Santa Fe Springs CA 90670

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
SECOND AMENDED CHARGE AGAINST
EMPLOYER

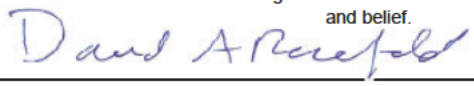
DO NOT WRITE IN THIS SPACE

Case 20-CA-283393

Date Filed 3/21/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Mapbox		b. Tel. No. (202) 250-3633
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 50 Beale Street, Floor 9 San Francisco, CA 94105	e. Employer Representative David Durham, Attorney	g. e-Mail ddurham@mwe.com
		h. Number of workers employed 220
i. Type of Establishment (factory, mine, wholesaler, etc.) Computer Applications	j. Identify principal product or service Computer Applications	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of sections 8(a)(1) (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce with the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Communications Workers of America AFL-CIO		
4a. Address (Street and number, city, state, and ZIP code) 2804 Gateway Oaks Drive, Suite 150 Sacramento, CA 95833		4b. Tel. No.
		4c. Cell No. (617) 620-2831
		4d. Fax No.
		4e. e-Mail wmcenany@cwa-union.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Communications Workers of America AFL-CIO		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge)		Tel. No. (510) 337-1001
		Office, if any, Cell No.
Address: Weinberg Roger & Rosenfeld 1375 55th Street Emeryville, CA 94608		Fax No. (510) 337-1023
DAVID A. ROSENFELD (Print/type name and title or office, if any)		e-Mail nlrnotices@unioncounsel.net drosenfeld@unioncounsel.net
March 18, 2022 (date)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

1\1254711

ATTACHMENT TO SECOND AMENDED CHARGE
MAPBOX
Case No. 20-CA-283393

Within the last six months preceding the filing of the initial Charge and the First Amended Charge, the above-named Employer has threatened and/or coerced employees in the exercise of their rights guaranteed by Section 7, the Employer has also threatened and/or coerced employees with respect to union activity; the Employer has interfered with the right of the Union and the employees to engage in discussion or communication about wages, hours and working conditions, the Employer has discouraged and/or threatened employees on account of union activity; the Employer has terminated employees (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) on account of union and or protected activity. The Employer has subjected employees and required employees to enter into an unlawful separation agreement that interferes with the rights guaranteed by Section 7. The Employer solicited grievances and promised to remedy those grievances through the establishment of a workers' committee and/or working group. By these and other acts the employer has interfered with the rights guaranteed by section 7.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 20
901 Market Street, Suite 400
San Francisco, CA 94103-1738

Agency Website: www.nlr.gov
Telephone: (415)356-5130
Fax: (415)356-5156



Download
NLRB
Mobile App

March 21, 2022

Mapbox
50 Beale Street
Floor 9
San Francisco, CA 94105

Re: Mapbox
Case 20-CA-283393

Dear Sir or Madam:

Enclosed is a copy of the second amended charge that has been filed in this case.

Investigator: This charge is being investigated by Field Examiner LANA PFEIFER whose telephone number is (628)221-8869. If the agent is not available, you may contact Supervisory Field Examiner OLIVIA VARGAS whose telephone number is (628)221-8876.

Presentation of Your Evidence: As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the second amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

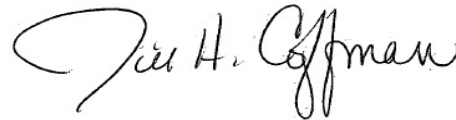
Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site (www.nlr.gov). You must e-file all documents electronically or provide a

written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

A handwritten signature in black ink, appearing to read "Jill H. Coffman". The signature is fluid and cursive, with the first name "Jill" and last name "Coffman" clearly distinguishable.

JILL H. COFFMAN
Regional Director

Enclosure: Copy of second amended charge

cc: Christopher M. Foster, ESQ.
McDermott Will & Emery LLP
415 Mission Street, Suite 5600
San Francisco, CA 94105

Laurel Finch, General Counsel
Mapbox, Inc.
740 15th Street. N.W.
Washington, DC 20005

Tanja L. Thompson, Attorney
Littler Mendelson P.C.
3725 Champion Hills Drive
Suite 3000
Memphis, TN 38125-3965

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

MAPBOX

Charged Party

and

**COMMUNICATIONS WORKERS OF AMERICA
AFL-CIO, CLC**

Charging Party

Case 20-CA-283393

AFFIDAVIT OF SERVICE OF SECOND AMENDED CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on , I served the above-entitled document(s) by regular mail upon the following persons, addressed to them at the following addresses:

Christopher M. Foster, ESQ.
McDermott Will & Emery LLP
415 Mission Street, Suite 5600
San Francisco, CA 94105

Mapbox
50 Beale Street
Floor 9
San Francisco, CA 94105

Tanja L. Thompson, Attorney
Littler Mendelson P.C.
3725 Champion Hills Drive
Suite 3000
Memphis, TN 38125-3965

Laurel Finch, General Counsel
Mapbox, Inc.
740 15th St. N.W.
Washington, D.C. 20005

March 21, 2022

Date

Donna Gentry, Designated Agent of NLRB

Name

/s/ Donna Gentry

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 20
901 Market Street, Suite 400
San Francisco, CA 94103-1738

Agency Website: www.nlr.gov
Telephone: (415)356-5130
Fax: (415)356-5156



Download
NLRB
Mobile App

March 21, 2022

Wesley McEnany, Union Representative
Communications Workers of America, AFL-CIO
2804 Gateway Oaks Drive
Suite 150
Sacramento, CA 95833

Re: Mapbox
Case 20-CA-283393

Dear Mr. McEnany:

We have docketed the second amended charge that you filed in this case.

Investigator: This charge is being investigated by Field Examiner LANA PFEIFER whose telephone number is (628)221-8869. If the agent is not available, you may contact Supervisory Field Examiner OLIVIA VARGAS whose telephone number is (628)221-8876.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the second amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn

statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site (www.nlr.gov). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

A handwritten signature in black ink, appearing to read "Jill H. Coffman". The signature is fluid and cursive, with the first name "Jill" and last name "Coffman" clearly distinguishable.

JILL H. COFFMAN
Regional Director

cc: David A. Rosenfeld, Attorney
Weinberg Roger & Rosenfeld
1375 55th Street
Emeryville, CA 94608-2609

Copy of charge only sent to:

Domonique Thomas, Assistant to the Vice
President
CWA District 9
12215 Telegraph Road
Suite 210
Santa Fe Springs, CA 90670

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 20

MAPBOX, INC.

and

Case 20-CA- 283393

**COMMUNICATIONS WORKERS OF
AMERICA, AFL-CIO**

COMPLAINT AND NOTICE OF HEARING

This Complaint and Notice of Hearing is based on a charge filed by Communications Workers of America, AFL-CIO (Charging Party). It is issued pursuant to Section 10(b) of the National Labor Relations Act (the Act), 29 U.S.C. § et seq., and Section 102.15 of the Rules and Regulations of the National Labor Relations Board (the Board), and alleges that Mapbox, Inc. (Respondent) has violated the Act as described below.

1. (a) The charge in this proceeding was filed by the Charging Party on September 23, 2021, and a copy was served on Respondent by U.S. mail on September 23, 2021.

(b) The first-amended charge in this proceeding was filed by the Charging Party on October 22, 2021, and a copy was served on Respondent by U.S. mail on October 25, 2021.

(c) The second-amended charge in this proceeding was filed by the Charging Party on March 18, 2022, and a copy was served on Respondent by U.S. mail on March 21, 2022.

2. (a) At all material times, Respondent, a Delaware corporation with a place of business located at 50 Beale Street, Floor 9, San Francisco, California (Facility) has been engaged in the business of operating a mapping and location cloud platform.

(b) During the calendar year ending December 31, 2021, in conducting its business operations described above in subparagraph 2(a), Respondent purchased and received at its San Francisco Facility goods valued in excess of \$50,000 directly from points outside the State of California.

(c) During the calendar year ending December 31, 2021, in conducting its business operations described above in subparagraph 2(a), Respondent purchased services valued in excess of \$50,000 which were furnished to Respondent at its San Francisco Facility directly from points outside the State of California.

(d) At all material times, Respondent has been an employer engaged in commerce within the meaning of Section 2(2), (6), and (7) of the Act.

3. At all material times, the Charging Party has been a labor organization within the meaning of Section 2(5) of the Act.

4. At all material times, the following individuals held the positions set forth opposite their respective names and have been supervisors of Respondent within the meaning of Section 2(11) of the Act, and agents of Respondent within the meaning of Section 2(13) of the

Act:

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

5. Respondent, by (b) (6), (b) (7)(C)
 - a. On or about (b) (6), (b) (7)(C) 2021, by video conference, impliedly threatened employees with job loss by stating Respondent would lose funding due to unionization.
 - b. On or about (b) (6), (b) (7)(C) 2021, by video conference, impliedly threatened employees with job loss by stating employees needed to remove the Mapbox Workers Union website and the Mapbox Workers Twitter account because Respondent was unable to fundraise with them publicly accessible and employees needed to clean up the Charging Party's social media messaging after it lost the election.
6. On or about (b) (6), (b) (7)(C) 2021, Respondent, by (b) (6), (b) (7)(C), by video conference, impliedly threatened employees with job loss by stating Respondent was not fundraising because of the Union campaign.
7. On or about (b) (6), (b) (7)(C) 2021, Respondent, by (b) (6), (b) (7)(C), by video conference, impliedly threatened employees with job loss by stating that the Charging Party's messaging on social media and its website confused investors and would negatively impact Respondent's fundraising and asking employees to take down the union's website and social media accounts.
8. On or about (b) (6), (b) (7)(C) 2021, Respondent, by (b) (6), (b) (7)(C) by video conference, impliedly threatened employees with job loss by stating that:
 - (a) the Charging Party's ongoing union campaign was confusing to everyone;

(b) the Union campaign was detrimental to Respondent's fundraising; and

(c) the Union's campaign of publishing misleading statements was damaging to everything that Respondent was trying to build, the Union was in the past, and it was time to move forward and put the Union behind them.

9. (a) On or about (b) (6), (b) (7)(C) 2021, Respondent discharged its employee

(b) (6), (b) (7)(C)

(b) On or about (b) (6), (b) (7)(C) 2021, Respondent discharged its employee

(b) (6), (b) (7)(C)

(c) On or about (b) (6), (b) (7)(C) 2021, Respondent discharged its employee

(b) (6), (b) (7)(C)

(d) Respondent engaged in the conduct described above in subparagraphs 9(a)-(c) because the employees of Respondent formed, joined, and/or assisted a Union and engaged in concerted activities, and to discourage employees from engaging in these activities.

10. (a) Since about (b) (6), (b) (7)(C) 2021, Respondent conditioned payment of severance pay to (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) agreeing to sign a Separation Agreement prohibiting (b) (6), (b) (7)(C) from:

- i. discussing the terms of the Separation Agreement;
- ii. discussing terms and conditions of employment with other employees;
- iii. making disparaging statements about Respondent or discussing terms and conditions of employment;
- iv. assisting other employees or participating with other employees regarding any matter arising under the Act and/or disclosing any information to the Board regarding any investigation or proceeding.

(b) Since about (b) (6), (b) (7)(C) 2021, Respondent conditioned payment of severance pay to (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) agreeing to sign a Separation Agreement prohibiting (b) (6), (b) (7)(C) from:

- i. discussing the nature and terms of (b) (6), (b) (7)(C) Separation Agreement;
- ii. discussing terms and conditions of employment with other employees;
- iii. assisting other employees or participating with other employees regarding any matter arising under the Act and/or disclosing any information to the Board regarding any investigation or proceeding.

11. By the conduct described above in paragraph 5 – 8, 10(a)(i)-(iii), and 10(b)(i)-(iii), Respondent has been interfering with, restraining, and coercing employees in the exercise of rights guaranteed in Section 7 of the Act in violation of Section 8(a)(1) of the Act.

12. By the conduct described above in paragraph 9, Respondent has been discriminating in regards to the hire or tenure or terms or conditions of employment of its employees, thereby discouraging membership in a labor organization, in violation of Section 8(a)(1) and (3) of the Act.

13. By the conduct described in subparagraphs 10(a)(iv) and 10(b)(iii), Respondent has been interfering with employees' access to the Board and its processes, in violation of Section 8(a)(1) and (4) of the Act.

14. The unfair labor practices of Respondent described above affect commerce within the meaning of Section 2(6) and (7) of the Act.

REMEDY

WHEREFORE, as part of the remedy for Respondent's unfair labor practices alleged above, the General Counsel seeks an Order requiring Respondent to take the following affirmative action:

(a) Reinstatement (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) to their former positions of employment or, if their former positions of employment no longer exist, to substantially equivalent positions of employment, without prejudice to their seniority or other rights and privileges previously enjoyed by them;

(b) Make (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C) whole for any loss of earnings and benefits suffered as a result of Respondent's unlawful conduct, with interest calculated in accordance with Board policy;

(c) Make (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C) whole for reasonable consequential damages incurred as a result of Respondent's unlawful conduct, with interest calculated in accordance with Board policy;

(d) Rescind and expunge from its files and records all references to the discharge of (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C) and notify them in writing that this has been done and that the discharge will not be used against them in the future in any way;

(e) As part of the remedy for Respondent's conduct alleged in Paragraph 9, the General Counsel further seeks an Order requiring that Respondent be required to submit appropriate W-2 forms to the Regional Director to enable the allocation of backpay to the appropriate earnings periods for Social Security Administration (SSA) purposes;

(f) A responsible management official of Respondent to read the Notice to Employees aloud in English via ZOOM/video conference, or at the option of the Regional Director, at the

Facility, in the presence of a Board agent; or, at Respondent's option, a Board agent to read the Notice to Employees in English via ZOOM/video conference, or at the option of the Regional Director, at the Facility, in the presence of management officials; (ii) Respondent to require that all employees at the Facility be present on at least one occasion when the Notice is read; and (iii) Respondent to announce, schedule, and conduct the Notice reading(s) in the same manner it customarily does when it wishes to convey information to all employees at the Facility in person;

(g) Posting, electronically distributing, and emailing the Notice and the Explanation of Employee Rights on NLRB letterhead to Respondent's employees.

FURTHER, the General Counsel further seeks an Order requiring Respondent to cease and desist from "in any other manner interfering with, restraining, or coercing employees in the exercise of the rights guaranteed them by Section 7 of the Act." The General Counsel further seeks all other relief as may be just and proper to remedy the unfair labor practices alleged.

ANSWER REQUIREMENT

Respondent is notified that, pursuant to Sections 102.20 and 102.21 of the Board's Rules and Regulations, it must file an answer to the complaint. The answer must be **received by this office on or before June 28, 2022**. Respondent also must serve a copy of the answer on each of the other parties.

The answer must be filed electronically through the Agency's website. To file electronically, go to www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. Responsibility for the receipt and usability of the answer rests exclusively upon the sender. Unless notification on the Agency's website informs users that the Agency's E-Filing system is officially determined to be in technical failure because it is unable to

receive documents for a continuous period of more than 2 hours after 12:00 noon (Eastern Time) on the due date for filing, a failure to timely file the answer will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off-line or unavailable for some other reason. The Board's Rules and Regulations require that an answer be signed by counsel or non-attorney representative for represented parties or by the party if not represented. See Section 102.21. If the answer being filed electronically is a pdf document containing the required signature, no paper copies of the answer need to be transmitted to the Regional Office. However, if the electronic version of an answer to a complaint is not a pdf file containing the required signature, then the E-filing rules require that such answer containing the required signature continue to be submitted to the Regional Office by traditional means within three (3) business days after the date of electronic filing. Service of the answer on each of the other parties must still be accomplished by means allowed under the Board's Rules and Regulations. The answer may not be filed by facsimile transmission.

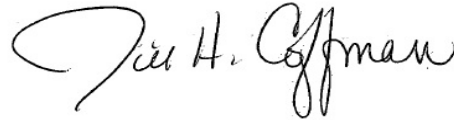
If no answer is filed, or if an answer is filed untimely, the Board may find, pursuant to a Motion for Default Judgment, that the allegations in the complaint are true.

NOTICE OF HEARING

PLEASE TAKE NOTICE THAT October 3, 2022, at 9 AM and on consecutive days thereafter until concluded, a hearing will be conducted before an administrative law judge of the National Labor Relations Board in San Francisco at a location to be determined or by a method or means, including videoconference, directed by the Administrative Law Judge. At the hearing, Respondent and any other party to this proceeding have the right to appear and present testimony regarding the allegations in this complaint. The procedures to be followed at the hearing are

described in the attached Form NLRB-4668. The procedure to request a postponement of the hearing is described in the attached Form NLRB-4338.

DATED AT San Francisco, California, this 14th day of June, 2022.

A handwritten signature in black ink, reading "Jill H. Coffman". The signature is fluid and cursive, with the first name "Jill" starting with a large loop and the last name "Coffman" ending with a long, sweeping tail.

Jill H. Coffman, Regional Director
National Labor Relations Board, Region 20
901 Market Street, Suite 400
San Francisco, California 94103-1735

Attachments

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
NOTICE

Case 20-CA-283393

The issuance of the notice of formal hearing in this case does not mean that the matter cannot be disposed of by agreement of the parties. On the contrary, it is the policy of this office to encourage voluntary adjustments. The examiner or attorney assigned to the case will be pleased to receive and to act promptly upon your suggestions or comments to this end.

An agreement between the parties, approved by the Regional Director, would serve to cancel the hearing. However, unless otherwise specifically ordered, the hearing will be held at the date, hour, and place indicated. Postponements ***will not be granted*** unless good and sufficient grounds are shown ***and*** the following requirements are met:

- (1) The request must be in writing. An original and two copies must be filed with the Regional Director when appropriate under 29 CFR 102.16(a) or with the Division of Judges when appropriate under 29 CFR 102.16(b).
- (2) Grounds must be set forth in ***detail***;
- (3) Alternative dates for any rescheduled hearing must be given;
- (4) The positions of all other parties must be ascertained in advance by the requesting party and set forth in the request; and
- (5) Copies must be simultaneously served on all other parties (listed below), and that fact must be noted on the request.

Except under the most extreme conditions, no request for postponement will be granted during the three days immediately preceding the date of hearing.

Christopher M. Foster, Esq.
McDermott Will & Emery LLP
415 Mission St Ste 5600
San Francisco, CA 94105

Laurel Finch, General Counsel
Mapbox, Inc.
740 15th St. NW
Washington, DC 20005

Tanja L. Thompson, Attorney
Littler Mendelson P.C.
3725 Champion Hills Drive, Suite 3000
Memphis, TN 38125-3965

Elvira R. Kras, Esq.
McDermott Will & Emory LLP
415 Mission St Ste 5600
San Francisco, CA 94105

Mapbox
50 Beale Street, Floor 9
San Francisco, CA 94105

Wesley McEnany, Union Representative
Communications Workers of America, AFL-
CIO
2804 Gateway Oaks Drive, Suite 150
Sacramento, CA 95833

David A. Rosenfeld, Attorney
Weinberg Roger & Rosenfeld
1375 55th Street
Emeryville, CA 94608-2609

Procedures in NLRB Unfair Labor Practice Hearings

The attached complaint has scheduled a hearing that will be conducted by an administrative law judge (ALJ) of the National Labor Relations Board who will be an independent, impartial finder of facts and applicable law. **You may be represented at this hearing by an attorney or other representative.** If you are not currently represented by an attorney, and wish to have one represent you at the hearing, you should make such arrangements as soon as possible. A more complete description of the hearing process and the ALJ's role may be found at Sections 102.34, 102.35, and 102.45 of the Board's Rules and Regulations. The Board's Rules and regulations are available at the following link: www.nlr.gov/sites/default/files/attachments/basic-page/node-1717/rules_and_regs_part_102.pdf.

The NLRB allows you to file certain documents electronically and you are encouraged to do so because it ensures that your government resources are used efficiently. To e-file go to the NLRB's website at www.nlr.gov, click on "e-file documents," enter the 10-digit case number on the complaint (the first number if there is more than one), and follow the prompts. You will receive a confirmation number and an e-mail notification that the documents were successfully filed.

Although this matter is set for trial, this does not mean that this matter cannot be resolved through a settlement agreement. The NLRB recognizes that adjustments or settlements consistent with the policies of the National Labor Relations Act reduce government expenditures and promote amity in labor relations and encourages the parties to engage in settlement efforts.

I. BEFORE THE HEARING

The rules pertaining to the Board's pre-hearing procedures, including rules concerning filing an answer, requesting a postponement, filing other motions, and obtaining subpoenas to compel the attendance of witnesses and production of documents from other parties, may be found at Sections 102.20 through 102.32 of the Board's Rules and Regulations. In addition, you should be aware of the following:

- **Special Needs:** If you or any of the witnesses you wish to have testify at the hearing have special needs and require auxiliary aids to participate in the hearing, you should notify the Regional Director as soon as possible and request the necessary assistance. Assistance will be provided to persons who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.603.
- **Pre-hearing Conference:** One or more weeks before the hearing, the ALJ may conduct a telephonic prehearing conference with the parties. During the conference, the ALJ will explore whether the case may be settled, discuss the issues to be litigated and any logistical issues related to the hearing, and attempt to resolve or narrow outstanding issues, such as disputes relating to subpoenaed witnesses and documents. This conference is usually not recorded, but during the hearing the ALJ or the parties sometimes refer to discussions at the pre-hearing conference. You do not have to wait until the prehearing conference to meet with the other parties to discuss settling this case or any other issues.

II. DURING THE HEARING

The rules pertaining to the Board's hearing procedures are found at Sections 102.34 through 102.43 of the Board's Rules and Regulations. Please note in particular the following:

- **Witnesses and Evidence:** At the hearing, you will have the right to call, examine, and cross-examine witnesses and to introduce into the record documents and other evidence.
- **Exhibits:** Each exhibit offered in evidence must be provided in duplicate to the court reporter and a copy of each of each exhibit should be supplied to the ALJ and each party when the exhibit is offered

in evidence. If a copy of any exhibit is not available when the original is received, it will be the responsibility of the party offering such exhibit to submit the copy to the ALJ before the close of hearing. If a copy is not submitted, and the filing has not been waived by the ALJ, any ruling receiving the exhibit may be rescinded and the exhibit rejected.

- **Transcripts:** An official court reporter will make the only official transcript of the proceedings, and all citations in briefs and arguments must refer to the official record. The Board will not certify any transcript other than the official transcript for use in any court litigation. Proposed corrections of the transcript should be submitted, either by way of stipulation or motion, to the ALJ for approval. Everything said at the hearing while the hearing is in session will be recorded by the official reporter unless the ALJ specifically directs off-the-record discussion. If any party wishes to make off-the-record statements, a request to go off the record should be directed to the ALJ.
- **Oral Argument:** You are entitled, on request, to a reasonable period of time at the close of the hearing for oral argument, which shall be included in the transcript of the hearing. Alternatively, the ALJ may ask for oral argument if, at the close of the hearing, if it is believed that such argument would be beneficial to the understanding of the contentions of the parties and the factual issues involved.
- **Date for Filing Post-Hearing Brief:** Before the hearing closes, you may request to file a written brief or proposed findings and conclusions, or both, with the ALJ. The ALJ has the discretion to grant this request and to will set a deadline for filing, up to 35 days.

III. AFTER THE HEARING

The Rules pertaining to filing post-hearing briefs and the procedures after the ALJ issues a decision are found at Sections 102.42 through 102.48 of the Board's Rules and Regulations. Please note in particular the following:

- **Extension of Time for Filing Brief with the ALJ:** If you need an extension of time to file a post-hearing brief, you must follow Section 102.42 of the Board's Rules and Regulations, which requires you to file a request with the appropriate chief or associate chief administrative law judge, depending on where the trial occurred. You must immediately serve a copy of any request for an extension of time on all other parties and furnish proof of that service with your request. You are encouraged to seek the agreement of the other parties and state their positions in your request.
- **ALJ's Decision:** In due course, the ALJ will prepare and file with the Board a decision in this matter. Upon receipt of this decision, the Board will enter an order transferring the case to the Board and specifying when exceptions are due to the ALJ's decision. The Board will serve copies of that order and the ALJ's decision on all parties.
- **Exceptions to the ALJ's Decision:** The procedure to be followed with respect to appealing all or any part of the ALJ's decision (by filing exceptions with the Board), submitting briefs, requests for oral argument before the Board, and related matters is set forth in the Board's Rules and Regulations, particularly in Section 102.46 and following sections. A summary of the more pertinent of these provisions will be provided to the parties with the order transferring the matter to the Board.

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 20**

MAPBOX

and

Case 20-CA-283393

**COMMUNICATIONS WORKERS OF AMERICA
AFL-CIO**

AFFIDAVIT OF SERVICE OF: Complaint and Notice of Hearing (with forms NLRB-4338 and NLRB-4668 attached)

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on June 14, 2022, I served the above-entitled document(s) by **E-Issuance and Certified Mail**, as noted below, upon the following persons, addressed to them at the following addresses:

Christopher M. Foster, Esq.
McDermott Will & Emery LLP
415 Mission St Ste 5600
San Francisco, CA 94105

E-ISSUANCE AND CERTIFY MAIL

Laurel Finch, General Counsel
Mapbox, Inc.
740 15th St. NW
Washington, DC 20005

FIRST CLASS MAIL

Tanja L. Thompson, Attorney
Littler Mendelson P.C.
3725 Champion Hills Drive, Suite 3000
Memphis, TN 38125-3965

E-ISSUANCE AND CERTIFY MAIL

Elvira R. Kras, Esq.
McDermott Will & Emory LLP
415 Mission St Ste 5600
San Francisco, CA 94105

E-ISSUANCE AND CERTIFY MAIL

Mapbox
50 Beale Street, Floor 9
San Francisco, CA 94105

CERTIFIED MAIL

Wesley McEnany, Union Representative
Communications Workers of America, AFL-
CIO
2804 Gateway Oaks Drive, Suite 150
Sacramento, CA 95833

FIRST CLASS MAIL

David A. Rosenfeld, Attorney
Weinberg Roger & Rosenfeld
1375 55th Street
Emeryville, CA 94608-2609

FIRST CLASS MAIL

June 14, 2022

Date

Vicky Luu, Designated Agent of NLRB

Name

/s/ V Luu

Signature

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
NOTICE

Case 20-CA-283393

The issuance of the notice of formal hearing in this case does not mean that the matter cannot be disposed of by agreement of the parties. On the contrary, it is the policy of this office to encourage voluntary adjustments. The examiner or attorney assigned to the case will be pleased to receive and to act promptly upon your suggestions or comments to this end.

An agreement between the parties, approved by the Regional Director, would serve to cancel the hearing. However, unless otherwise specifically ordered, the hearing will be held at the date, hour, and place indicated. Postponements ***will not be granted*** unless good and sufficient grounds are shown ***and*** the following requirements are met:

- (1) The request must be in writing. An original and two copies must be filed with the Regional Director when appropriate under 29 CFR 102.16(a) or with the Division of Judges when appropriate under 29 CFR 102.16(b).
- (2) Grounds must be set forth in ***detail***;
- (3) Alternative dates for any rescheduled hearing must be given;
- (4) The positions of all other parties must be ascertained in advance by the requesting party and set forth in the request; and
- (5) Copies must be simultaneously served on all other parties (listed below), and that fact must be noted on the request.

Except under the most extreme conditions, no request for postponement will be granted during the three days immediately preceding the date of hearing.

Christopher M. Foster, Esq.
McDermott Will & Emery LLP
415 Mission St Ste 5600
San Francisco, CA 94105

Laurel Finch, General Counsel
Mapbox, Inc.
740 15th St. NW
Washington, DC 20005

Tanja L. Thompson, Attorney
Littler Mendelson P.C.
3725 Champion Hills Drive, Suite 3000
Memphis, TN 38125-3965

Elvira R. Kras, Esq.
McDermott Will & Emory LLP
415 Mission St Ste 5600
San Francisco, CA 94105

Mapbox
50 Beale Street, Floor 9
San Francisco, CA 94105

Wesley McEnany, Union Representative
Communications Workers of America, AFL-
CIO
2804 Gateway Oaks Drive, Suite 150
Sacramento, CA 95833

David A. Rosenfeld, Attorney
Weinberg Roger & Rosenfeld
1375 55th Street
Emeryville, CA 94608-2609

Procedures in NLRB Unfair Labor Practice Hearings

The attached complaint has scheduled a hearing that will be conducted by an administrative law judge (ALJ) of the National Labor Relations Board who will be an independent, impartial finder of facts and applicable law. **You may be represented at this hearing by an attorney or other representative.** If you are not currently represented by an attorney, and wish to have one represent you at the hearing, you should make such arrangements as soon as possible. A more complete description of the hearing process and the ALJ's role may be found at Sections 102.34, 102.35, and 102.45 of the Board's Rules and Regulations. The Board's Rules and regulations are available at the following link: www.nlr.gov/sites/default/files/attachments/basic-page/node-1717/rules_and_regs_part_102.pdf.

The NLRB allows you to file certain documents electronically and you are encouraged to do so because it ensures that your government resources are used efficiently. To e-file go to the NLRB's website at www.nlr.gov, click on "e-file documents," enter the 10-digit case number on the complaint (the first number if there is more than one), and follow the prompts. You will receive a confirmation number and an e-mail notification that the documents were successfully filed.

Although this matter is set for trial, this does not mean that this matter cannot be resolved through a settlement agreement. The NLRB recognizes that adjustments or settlements consistent with the policies of the National Labor Relations Act reduce government expenditures and promote amity in labor relations and encourages the parties to engage in settlement efforts.

I. BEFORE THE HEARING

The rules pertaining to the Board's pre-hearing procedures, including rules concerning filing an answer, requesting a postponement, filing other motions, and obtaining subpoenas to compel the attendance of witnesses and production of documents from other parties, may be found at Sections 102.20 through 102.32 of the Board's Rules and Regulations. In addition, you should be aware of the following:

- **Special Needs:** If you or any of the witnesses you wish to have testify at the hearing have special needs and require auxiliary aids to participate in the hearing, you should notify the Regional Director as soon as possible and request the necessary assistance. Assistance will be provided to persons who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.603.
- **Pre-hearing Conference:** One or more weeks before the hearing, the ALJ may conduct a telephonic prehearing conference with the parties. During the conference, the ALJ will explore whether the case may be settled, discuss the issues to be litigated and any logistical issues related to the hearing, and attempt to resolve or narrow outstanding issues, such as disputes relating to subpoenaed witnesses and documents. This conference is usually not recorded, but during the hearing the ALJ or the parties sometimes refer to discussions at the pre-hearing conference. You do not have to wait until the prehearing conference to meet with the other parties to discuss settling this case or any other issues.

II. DURING THE HEARING

The rules pertaining to the Board's hearing procedures are found at Sections 102.34 through 102.43 of the Board's Rules and Regulations. Please note in particular the following:

- **Witnesses and Evidence:** At the hearing, you will have the right to call, examine, and cross-examine witnesses and to introduce into the record documents and other evidence.
- **Exhibits:** Each exhibit offered in evidence must be provided in duplicate to the court reporter and a copy of each of each exhibit should be supplied to the ALJ and each party when the exhibit is offered

in evidence. If a copy of any exhibit is not available when the original is received, it will be the responsibility of the party offering such exhibit to submit the copy to the ALJ before the close of hearing. If a copy is not submitted, and the filing has not been waived by the ALJ, any ruling receiving the exhibit may be rescinded and the exhibit rejected.

- **Transcripts:** An official court reporter will make the only official transcript of the proceedings, and all citations in briefs and arguments must refer to the official record. The Board will not certify any transcript other than the official transcript for use in any court litigation. Proposed corrections of the transcript should be submitted, either by way of stipulation or motion, to the ALJ for approval. Everything said at the hearing while the hearing is in session will be recorded by the official reporter unless the ALJ specifically directs off-the-record discussion. If any party wishes to make off-the-record statements, a request to go off the record should be directed to the ALJ.
- **Oral Argument:** You are entitled, on request, to a reasonable period of time at the close of the hearing for oral argument, which shall be included in the transcript of the hearing. Alternatively, the ALJ may ask for oral argument if, at the close of the hearing, if it is believed that such argument would be beneficial to the understanding of the contentions of the parties and the factual issues involved.
- **Date for Filing Post-Hearing Brief:** Before the hearing closes, you may request to file a written brief or proposed findings and conclusions, or both, with the ALJ. The ALJ has the discretion to grant this request and to will set a deadline for filing, up to 35 days.

III. AFTER THE HEARING

The Rules pertaining to filing post-hearing briefs and the procedures after the ALJ issues a decision are found at Sections 102.42 through 102.48 of the Board's Rules and Regulations. Please note in particular the following:

- **Extension of Time for Filing Brief with the ALJ:** If you need an extension of time to file a post-hearing brief, you must follow Section 102.42 of the Board's Rules and Regulations, which requires you to file a request with the appropriate chief or associate chief administrative law judge, depending on where the trial occurred. You must immediately serve a copy of any request for an extension of time on all other parties and furnish proof of that service with your request. You are encouraged to seek the agreement of the other parties and state their positions in your request.
- **ALJ's Decision:** In due course, the ALJ will prepare and file with the Board a decision in this matter. Upon receipt of this decision, the Board will enter an order transferring the case to the Board and specifying when exceptions are due to the ALJ's decision. The Board will serve copies of that order and the ALJ's decision on all parties.
- **Exceptions to the ALJ's Decision:** The procedure to be followed with respect to appealing all or any part of the ALJ's decision (by filing exceptions with the Board), submitting briefs, requests for oral argument before the Board, and related matters is set forth in the Board's Rules and Regulations, particularly in Section 102.46 and following sections. A summary of the more pertinent of these provisions will be provided to the parties with the order transferring the matter to the Board.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 20
901 Market Street, Suite 400
San Francisco, CA 94103-1738

Agency Website: www.nlrb.gov
Telephone: (415)356-5130
Fax: (415)356-5156

June 23, 2022

Christopher M. Foster, Esq.
McDermott Will & Emery LLP
415 Mission St Ste 5600
San Francisco, CA 94105

Tanja L. Thompson, Attorney
Littler Mendelson P.C.
3725 Champion Hills Drive Suite 3000
Memphis, TN 38125-3965

Elvira R. Kras, Esq.
McDermott Will & Emory LLP
415 Mission St Ste 5600
San Francisco, CA 94105

Re: Mapbox
Case 20-CA-283393

Dear Mr. Foster, Ms. Thompson, and Ms. Kras:

This is to advise that I have approved the withdrawal of the following 8(a)(1) allegations of the above-mentioned charge; 1) the solicitation of grievances and, 2) the promise to remedy those grievances. The remaining allegations that the Employer violated Section 8(a)(1), (3) and (4) as alleged in the Second Amended Charge filed on March 21, 2022 remain subject to further processing.

Very truly yours,

JILL H. COFFMAN
Regional Director

cc: Laurel Finch, General Counsel
Mapbox, Inc.
740 15th St. NW
Washington, DC 20005

Wesley McEnany, Union Representative
Communications Workers of America, AFL-CIO
2804 Gateway Oaks Drive
Suite 150
Sacramento, CA 95833

David A. Rosenfeld, Attorney
Weinberg Roger & Rosenfeld
1375 55th Street
Emeryville, CA 94608-2609

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 20**

MAPBOX, INC.,

Cases: 20-CA-283393

and

COMMUNICATIONS WORKERS OF
AMERICA, AFL-CIO.

**RESPONDENT'S ANSWER
TO COMPLAINT AND NOTICE OF HEARING**

Per Sections 102.20 and 102.21 of the National Labor Relations Board's Rules and Regulations, Respondent Mapbox, Inc. ("Respondent" or "Mapbox") hereby answers the Complaint and Notice of Hearing ("Complaint") in the above-captioned matter as follows:

GENERAL DENIAL

Except as otherwise expressly stated herein, Mapbox denies each and every allegation in the Complaint, including, without limitation, any allegation in the preamble, headings, or subheadings. Mapbox specifically denies that it violated the National Labor Relations Act ("NLRA" or "Act") in any of the matters alleged in the Complaint or in any other manner.

Per Section 102.20 of the Board's rules, averments in the Complaint to which no responsive pleading is required shall be deemed denied. Mapbox expressly reserves the right to seek to amend or supplement its Answer as may be necessary.

RESPONSES TO STATED ALLEGATIONS OF THE COMPLAINT

1.
 - (a) Respondent admits the allegations in paragraph 1(a) of the Complaint.
 - (b) Respondent admits the allegations in paragraph 1(b) of the Complaint.
 - (c) Respondent admits the allegations in paragraph 1(c) of the Complaint.
2. (a) Respondent admits that it is a Delaware corporation that has been engaged in, among other functions, the business of operating a mapping and location cloud platform and at

times had a place of business at 50 Beale Street, Floor 9, San Francisco, California (Facility), but beyond that Respondent denies all others allegations contained in paragraph 2(a) of the Complaint.

(b) Respondent admits the allegations in paragraph 2(b) of the Complaint.

(c) Respondent admits the allegations in paragraph 2(c) of the Complaint.

(d) Respondent admits the allegations in paragraph 2(d) of the Complaint.

3. Respondent admits the allegations in paragraph 3 of the Complaint.

4. Respondent admits that the individuals set forth in paragraph 4 of the Complaint have at times been supervisors of Respondent within the meaning of Section 2(11) of the National Labor Relations Act (the “Act”) and at times agents of Respondent within the meaning of Section 2(13) of the Act, admits that (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) have at times held the positions, titles, or status set forth opposite their respective names in paragraph 4 of the Complaint, that at times (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) each held the position title of (b) (6), (b) (7)(C), and that at times (b) (6), (b) (7)(C) held the position title of (b) (6), (b) (7)(C) but beyond that Respondent denies all other allegations contained in paragraph 4 of the Complaint.

5. (a) Respondent admits that there was a video conference on or about (b) (6), (b) (7) 2021, but denies all other allegations contained in paragraph 5(a) of the Complaint.

(b) Respondent admits that there was a video conference on or about (b) (6), (b) (7) 2021, but denies all other allegations contained in paragraph 5(b) of the Complaint.

6. Respondent admits there was a video conference on or about (b) (6), (b) (7) 2021, but denies all other allegations contained in paragraph 6 of the Complaint.

7. Respondent admits there was a video conference on or about (b) (6), (b) (7) 2021, but denies all other allegations contained in paragraph 7 of the Complaint.

8. Respondent admits there was a video conference on or about (b) (6), (b) (7) 2021, but denies all other allegations contained in paragraph 8 of the Complaint

(a) Respondent denies the allegations in paragraph 8(a) of the Complaint.

(b) Respondent denies the allegations in paragraph 8(b) of the Complaint.

- (c) Respondent denies the allegations in paragraph 8(c) of the Complaint.
9. (a) Respondent admits the allegations in paragraph 9(a) of the Complaint.
(b) Respondent admits the allegations in paragraph 9(b) of the Complaint.
(c) Respondent admits the allegations in paragraph 9(c) of the Complaint.
(d) Respondent denies the allegations in paragraph 9(d) of the Complaint.
10. (a) (b) (6), (b) (7)(C) signed a Separation Agreement which provided for severance pay, but beyond that Respondent denies the allegations in paragraph 10(a) of the Complaint including all subparts (i), (ii), (iii) and (iv).
(b) (b) (6), (b) (7)(C) signed a Separation Agreement which provided for severance pay, but beyond that Respondent denies the allegations in paragraph 10(b) of the Complaint including all subparts (i), (ii), and (iii).
11. Respondent denies the allegations in paragraph 11 of the Complaint.
12. Respondent denies the allegations in paragraph 12 of the Complaint.
13. Respondent denies the allegations in paragraph 13 of the Complaint.
14. Respondent denies the allegations in paragraph 14 of the Complaint.

Respondent responds to the unnumbered “REMEDY” section and “WHEREFORE” paragraphs lettered (a) through (g) of the Complaint starting at page 6 as well as the paragraph starting with “Further” on page 7, individually and as a whole by denying that the Charging Party, General Counsel or any alleged person or entity is entitled to any remedy or relief in this matter.

DEFENSES

Without assuming any burden of proof, persuasion, or production not otherwise legally assigned to it as to any element of the claims alleged in the Complaint, Respondent asserts the following defenses:

1. The Complaint and some or all of the claims for relief stated therein fail to allege facts sufficient to state a claim upon which relief may be granted under the Act.
2. The Complaint and some or all of the claims for relief stated therein fail to the extent the conduct alleged, including speech, is not illegal under the Act.

3. At all material times, Respondent acted in good faith and in compliance with the Act.

4. The Complaint and some or all of the claims for relief stated therein fail because any statements or actions alleged to have been made by any of Respondent's supervisors and/or agents during the time period covered by the Complaint, nonetheless, fall within the ambit of Section 8(c) of the Act and, as such, neither constitute nor can be used as evidence of an unfair labor practice and/or objectionable conduct.

5. The Complaint and some or all of the claims for relief asserted therein fail because to the extent any of the individuals accused of wrongdoing are supervisors or agents of Respondent as defined by the Act, Respondent cannot be held liable for such conduct to the extent alleged conduct occurred when and if such individuals acted outside of their authority or without knowledge of the Respondent.

6. The Complaint and some or all of the claims for relief asserted therein are barred by the doctrine of unclean hands.

7. The Complaint and some or all of the claims for relief asserted therein are barred by the doctrine of laches.

8. The Complaint and some or all of the claims for relief asserted therein fail because they are vague and ambiguous.

9. The Complaint and some or all of the claims for relief asserted therein fail because Respondent's actions or non-actions were motivated by legitimate business justifications.

10. The Complaint and some or all of the claims for relief asserted therein fail because Respondent would have taken the same actions regardless of any purported activity protected by the Act.

11. The Complaint and some or all of the claims for relief asserted therein fail to the extent any allegations fall outside the applicable statute of limitations and are time barred by Section 10(b) of the Act.

12. The Complaint and some or all of the claims for relief asserted therein fail because

they infringe upon and interfere with Respondent's rights and the right of its employees, under the First Amendment to the United States Constitution.

13. The Complaint seeks to classify as violations of the Act speech that is protected under Section 8(c) of the Act.

14. By initiating and maintaining the instant action, the General Counsel seeks to limit and interfere with speech by the Respondent in violation of the Respondent's rights under the First Amendment to the United States Constitution.

15. By initiating and maintaining the instant action, the General Counsel seeks to compel speech by the Respondent and other persons in violation of the Respondent's and other persons' rights under the First Amendment to the United States Constitution.

16. In prosecuting the Complaint, the General Counsel is acting *ultra vires* regarding General Counsel's interpretation and application of the Act in this matter, which has a chilling effect on and interferes with speech, thus, violating the United States Constitution.

17. The Complaint and some or all of the claims for relief stated therein fail to provide due process in accordance with the Administrative Procedure Act, 5 U.S.C. §§ 552, 553, 554, and 556 *et seq.*

18. The Complaint and some or all of the claims for relief, and the underlying charge, are preempted by section 301 of the Labor Management Relations Action ("LMRA") based on the Electronic Election and Recognition Agreement entered into between Respondent and Charging Party as of July 23, 2021, which provided exclusive dispute resolution terms agreed upon by the parties.

19. The Complaint and some or all of the claims for relief stated therein fail because Charging Party is not aggrieved within the meaning of section 10(b) of the Act and did not file a valid charge. The persons referenced in the Complaint at paragraphs 9(b) and 9(c) have each waived any right to personal recovery under the terms of their Separation Agreement with Transition Period and Separation Agreement and Release, respectively.

20. The charge was filed in bad-faith and this action is being pursued by the Charging

Party for vexatious and improper purposes, including, *inter alia*, to infringe upon Respondent's operations and to cause it unnecessary expense.

21. The requested remedies are not authorized by the US Constitution, National Labor Relations Act, or the Administrative Procedures Act.

22. The requested remedies exceed the Board's authority under section 10(c) of the Act insofar as they do not effectuate the purposes and policies of the Act.

23. The requested remedies are impermissibly punitive and would cause undue hardship.

24. The requested remedies including reinstatement and backpay are inapplicable and invalid because the persons identified in paragraphs 9(a), 9(b), and 9(c) were each dismissed from employment for cause within the meaning of section 10(c) of the Act. The requested remedies are impermissibly punitive or retroactive because their alleged legal basis represents a radical, arbitrary, and capricious, and/or not reasonably anticipated departure from current Board and court precedent.

25. To the extent any of the allegations and/or proposed remediation in the Complaint are predicated, in any way, on any potential change in extant Board law, such retroactive application would be manifestly unfair, unwarranted, and unenforceable.

26. The Complaint fails, and is *ultra vires*, to the extent any necessary procedural, ethical, or administrative safeguards were not implemented or observed given the General Counsel's previous role and affiliation with the Charging Party including but not limited to serving as Special Counsel for Strategic Initiatives for the Communications Workers of America.

27. The current General Counsel has no authority to issue, approve, prosecute the Complaint due to the premature and improper removal of the previous National Labor Relations Board General Counsel on January 20, 2021. The General Counsel's improper removal and replacement, before his four-year term was to end, renders the Complaint *ultra vires*.

28. Respondent reserves the right to raise additional defenses of which Respondent may become aware through investigation, clarification of the Complaint by the General Counsel or

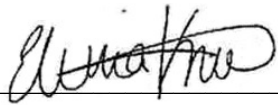
Regional Director of Region 20, or as may be appropriate at a later time.

WHEREFORE, Mapbox denies that it engaged in any act which violated the National Labor Relations Act. Respondent requests that the Complaint be dismissed in its entirety with prejudice and that Respondent be awarded its costs and attorneys' fees in connection with this matter, and other relief as deemed appropriate.

Dated: June 27, 2022

Respectfully submitted,

McDermott Will & Emery LLP

A handwritten signature in black ink, appearing to read "Christopher Foster", is written over a horizontal line.

Christopher Foster
Elvira Kras

Counsel for Respondent,
MAPBOX, INC.

PROOF OF SERVICE

I am employed in the County of San Francisco, State of California. I am over the age of 18 and not a party to the within cause. My business address is McDermott Will & Emery LLP, 415 Mission Street, Suite 5600, San Francisco, California 94105.

I served the below listed document(s) described as:

Respondent's Answer To Complaint and Notice of Hearing

☒ **BY ELECTRONIC SERVICE** By transmitting via e-mail or electronic transmission the document(s) listed above to the person(s) at the e-mail address(es) set forth below.

David A. Rosenfeld, Esq. Weinberg, Roger & Rosenfeld 1375 55 th Street Emeryville, CA 94608-2609 E-mail:drosenfeld@unioncounsel.net nlrbnotices@unioncounsel.net	Wesley McEnany Communications Workers of America, AFL-CIO 2804 Gateway Oaks Drive, Suite 150 Sacramento, CA 95833 E-mail:wmcenany@cwa-union.org
Jill H. Coffman Regional Director National Labor Relations Board, Region 20 901 Market Street, Suite 400 San Francisco, CA 94103-1735 E-mail:jcoffman@nrlb.gov	Cecily Vix Field Attorney National Labor Relations Board, Region 20 901 Market Street, Suite 400 San Francisco, CA 94103-1735 E-mail:cecily.vix@nrlb.gov

I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on June 27, 2022 at San Francisco, California.


Henry Leung

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
SETTLEMENT AGREEMENT

IN THE MATTER OF
Mapbox, Inc.

Case 20-CA-283393

Subject to the approval of the Regional Director for the National Labor Relations Board, Respondent and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS:**

ELECTRONIC POSTING - After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notice (attached as Appendix A) and Explanation of Rights (attached as Appendix B) to Respondent in English and in additional languages if the Regional Director decides that it is appropriate to do so. A responsible official of Respondent will then sign and date the Notice and Explanation of Rights and immediately post the Notice and Explanation of Rights in English and in additional languages if the Regional Director decides that it is appropriate to do so, on its intranet site or website; <https://www.mapbox.com/> and keep it continuously posted there for 60 consecutive days from the date it was originally posted. To document its compliance with this requirement, Respondent will submit a screen shot of the intranet or website posting, along with a fully completed Certification of Posting form, via the Agency's e-filing portal at www.nlrb.gov. Should further investigation or verification of the intranet or website posting become necessary, Respondent will provide appropriate intranet or website access to the Compliance Assistant or Compliance Officer assigned to the case.

EMAILING NOTICE - Respondent will email a copy of the signed Notice in English, and in additional languages if the Regional Director decides that it is appropriate, to all employees who work for Respondent at or out of its headquarters located at 740 15th St. NW, Washington, DC 20005, including those who are working remotely, and/or those employees who are working remotely for Respondent elsewhere in the United States who were in classifications eligible to vote in the election conducted by the American Arbitration Association in 2021. The message of the e-mail transmitted with the Notice will state: "We are distributing the Attached Notice to Employees to you pursuant to a Settlement Agreement approved by the Regional Director of Region 20 of the National Labor Relations Board in Case(s) 20-CA-283393." To document its compliance with this requirement, Respondent will e-file a copy of its distribution e-mail, with all of the recipients' e-mail addresses visible, along with a copy of the attached Notice and a fully completed Certification of Posting form, via the Agency's e-filing portal at www.nlrb.gov.

DISTRIBUTION OF THE EXPLANATION OF RIGHTS – The Explanation of Rights will be emailed by Respondent to all employees who were in classifications eligible to vote in the election conducted by the American Arbitration Association in 2021 within 5 days after date on which Respondent has received notice of approval from the NLRB. The Explanation will be on NLRB letterhead.

COMPLIANCE WITH NOTICE — Respondent will comply with all the terms and provisions of said Notice.

BACKPAY — Within 14 days from approval of this agreement, Respondent will make whole each employee named below by payment to each of them of the amount opposite each name. Respondent will make appropriate withholdings for each named employee. No withholdings should be made from the interest portion of the backpay. Respondent, for each employee named below, will provide the Regional Director with a Backpay report allocating the payment(s) to the appropriate calendar year and a copy of the IRS form W-2 for wages earned in the current calendar year no sooner than December 31st of the current year and no later than January 30th of the following year. If the Regional Director is unable to locate any individual entitled to make-whole relief within one year of receipt of payment, the Regional Director will have sole discretion to redistribute the amounts owed to those individuals, provided no individual receives more than 100% of the backpay or other remedial monies

Initials: _LF, DR, CV_____

they are owed. Respondent agrees to prepare, process, and, if applicable, mail any redistribution payments, at its own cost, pursuant to the direction of the Regional Director.

Employee	Backpay	Expenses	Compound Interest	Excess Tax	401(k)	401(k) interest	Stock Options	Front Pay	Total
(b) (6), (b) (7)(C)									

SCOPE OF THE AGREEMENT — This Agreement settles only the allegations in the above-captioned case(s), including all allegations covered by the attached Notice to Employees made part of this agreement, and does not settle any other case(s) or matters. It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case(s) for any relevant purpose in the litigation of this or any other case(s), and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

PARTIES TO THE AGREEMENT — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between Respondent and the undersigned Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Regional Director’s approval, this Agreement shall be null and void.

AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO CHARGED PARTY — Counsel for Respondent authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original notice and a certification of posting directly to Respondent. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.

Yes LF
Initials

No
Initials

PERFORMANCE — Performance by Respondent with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by Respondent of notice that no review has been requested or that the General Counsel has sustained the Regional Director.

Respondent agrees that in case of non-compliance with any of the terms of this Settlement Agreement by Respondent which occur within 12 months from the Regional Director’s approval of this Settlement Agreement, and after 14 days’ notice from the Regional Director of the National Labor Relations Board of such non-compliance without remedy by Respondent, the Regional Director will reissue the Complaint that previously issued on June 14, 2022. Thereafter, the General Counsel may file a Motion for Default Judgment with the Board on the allegations of the Complaint. Respondent understands and agrees that all of the allegations of the Complaint will be deemed admitted and that it will have waived its right to file an Answer to such Complaint. The only issue that Respondent may raise before the Board will be whether it defaulted on the terms of this Settlement

Initials: LF, DR, CV

Agreement. The General Counsel may seek, and the Board may impose, a full remedy for each unfair labor practice identified in the Notice to Employees. The Board may then, without necessity of trial or any other proceeding, find all allegations of the Complaint to be true and make findings of fact and conclusions of law consistent with those allegations adverse to Respondent on all issues raised by the pleadings. The Board may then issue an Order providing a full remedy for the violations found as is appropriate to remedy such violations. The parties further agree that a U.S. Court of Appeals Judgment may be entered enforcing the Board Order ex parte, after service or attempted service upon Respondent at the last address provided to the General Counsel.

NOTIFICATION OF COMPLIANCE — Each party to this Agreement will notify the Regional Director in writing what steps Respondent has taken to comply with this Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case(s) provided that Respondent complies with the terms and conditions of this Settlement Agreement and Notice.

Charged Party Mapbox, Inc.			Charging Party Communications Workers of America AFL-CIO		
By:	Name and Title	Date	By:	Name and Title	Date
<u>/s/ Laurel Finch</u> 9/8/22			<u>/s/ David Rosenfeld</u> 9/9/22		
Print Name and Title below			Print Name and Title below		
Laurel Finch, General Counsel and Secretary			David A. Rosenfeld, Attorney		
Recommended By		Date	Approved By		Date
<u>/s/ Cecily Vix</u> 9/12/22			<u>/s/ Jill H. Coffman</u> 9/14/22		
CECILY VIX Board Agent			JILL H. Coffman Regional Director, Region 20		

Initials: _LF, DR, CV_____

Appendix A

(To be printed and posted on official Board notice form)

THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT interfere with, restrain, or coerce you in the exercise of the above rights.

WE WILL NOT make implied threats of job loss in relation to our ability to obtain monetary funding if you choose to be represented by or support a union.

WE WILL NOT discourage or seek to interfere with employees' activity on behalf of Communications Workers of America, AFL-CIO (CWA).

WE WILL NOT request that employees take down or remove reference to CWA's website or social media presence.

WE WILL NOT offer you separation agreements that violate employees' rights under the Act.

WE WILL NOT fire you because of your union membership or support.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

WE WILL consider struck and not enforce the following paragraphs of the separation agreements entered into by (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) to allow them the ability to exercise their rights under the Act.

(b) (6), (b) (7)(C) Separation Agreement: Paragraphs 10 (Confidentiality); 11 (Nondisparagement); 12 (No False or Inaccurate Statements); and 13 (No Voluntary Adverse Action; and Cooperation)

(b) (6), (b) (7)(C) Separation Agreement: Paragraphs 5 (Confidentiality); and 6 (Cooperation)

WE WILL compensate (b) (6), (b) (7)(C) for wages and benefits in connection with their terminations and they will waive seeking reinstatement.

WE WILL remove from our files all references to the discharges of (b) (6), (b) (7)(C) and **WE WILL** notify them in writing that this has been done and that the discharge will not be used against them in any way.

Initials: _LF, DR, CV_____

Mapbox, Inc.
(Employer)

Dated: 9/8/22 **By:** Laurel Finch, General Counsel and Secretary
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.

450 Golden Gate Ave, 3rd Floor, Suite 3112
San Francisco, CA 94102

Telephone: (415)356-5130
Hours of Operation: 8:30 a.m. to 5 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer.

Initials: LF, DR, CV

Report of Backpay Paid Under the National Labor Relations Act
(See IRS Publication 957: Reporting Back Pay and Special Wage Payments to the Social Security Administration)

Employer Name and Address	Mapbox 740 15th St. NW, Washington, DC 20005					
Employer's EIN:		Tax Year in Which Award Payment was Paid:				2022
(1) SSN and Employee Name	(2)*Award Amount and Period(s)	(3)**Other Soc. Sec./ Med. Wages Paid in Award Year		(4)***Allocation		
		Soc. Sec.	Med./MQGE	Year	Soc. Sec.	Med./MQGE

*Exclude amounts specifically designated as damages, penalties, etc.
 **Exclude the amount of backpay, if any, included in that amount.
 ***For periods before January, 1978 (and for state and local government (Section 218) employees before January 1, 1981), show the wage amounts by calendar quarters. The social security and/or Medicare Qualified Government Employment (MQGE) wages (where applicable) must be shown separately FOR ALL YEARS. (Wages subject ONLY to MQGE would be shown in the Medicare/MQCE column; no wages would be shown in the Soc. Sec. column.) For tax years 1991 and later, the social security and Medicare wages must be listed separately.

I certify that the payments set forth above were made pursuant to the National Labor Relations Act.

 (Sign Name)

 (Date)

Contact Person (For questions or additional information):

 (Name of Contact)

 (Contact Telephone Number)

Send Form to: National Labor Relations Board
 Attn: Jill H. Coffman

Initials: _LF, DR, CV_____

APPENDIX B

(To be printed on NLRB letterhead)

EXPLANATION OF RIGHTS

Employees covered by the National Labor Relations Act have the right to join together to improve their wages and working conditions, including by organizing a union and bargaining collectively with their employer, and also the right to choose not to do so. This Explanation of Rights contains important information about your rights under this Federal law.

Under the National Labor Relations Act, you have the right to:

- Organize a union to negotiate with your employer concerning your wages, hours, and working conditions.
- Support your union in negotiations.
- Discuss your wages, benefits, other terms and conditions of employment, and collective-bargaining negotiations with your coworkers or your union.
- Take action with one or more coworkers to improve your working conditions.
- Strike and picket, depending on the purpose or means used.
- Choose not to do any of these activities.

It is illegal for your employer to:

- Threaten you with job loss or loss of pay or benefits, or threaten to close your workplace, if you support a union or act in support of collective bargaining.
- Question you about your union sympathies or activities, or the sympathies or activities of other employees, in circumstances where that questioning tends to interfere with, restrain or coerce you in the exercise of the rights listed above.
- Promise you benefits, such as promotions, pay raises, or better treatment, to discourage your support for the union or for collective bargaining.
- Make unilateral changes in your terms and conditions of employment without first providing your union with notice of the proposed changes and affording the union an opportunity to bargain about the changes, except in certain situations.
- Warn, suspend, discharge, transfer or reassign you to another shift or more difficult work because you have supported the union or acted in support of collective bargaining. It is also illegal for your employer to threaten to do any of these things.
- Fire, lay off, transfer or reassign you to another shift or to more difficult work, or take other adverse action against you because you have filed an unfair labor practice charge or participated in an investigation conducted by the National Labor Relations Board. It is illegal for your employer to threaten to do any of these things.
- Spy on your activities in support of your union or collective bargaining.

There are rules that govern your employer's conduct during collective bargaining with your union.

- Your employer must meet with your union at reasonable times to bargain in good faith about wages, hours, vacation time, insurance, safety practices and other mandatory subjects.
- Your employer must participate actively in the negotiations with a sincere intent to reach an agreement.
- Upon a request by the union, your employer is required to provide information to the union that it needs to do its job as your representative.
- Your employer must continue to bargain with the union after the contract expires and must not change existing working terms and conditions while bargaining continues.
- Your employer must honor any collective-bargaining agreement that it reaches with your union.
- Your employer cannot retaliate against you if you participate or assist your union in collective bargaining.

Illegal conduct will not be permitted. The National Labor Relations Board enforces the Act by prosecuting violations. If you believe your rights or the rights of others have been violated, **you should contact the NLRB promptly to protect your rights, generally within 6 months of the unlawful activity.** You may ask about a possible violation without your employer or anyone else being informed that you have done so. The NLRB will conduct an investigation of possible violations if a charge is filed. Charges may be filed by any person and need not be filed by the employee directly affected by the violation.

You can contact the NLRB's regional office, located at: 901 Market Street, Suite 400, San Francisco, California 94103-1735. Or you can contact the NLRB by calling: 415-356-5130

For more information about your rights and about the National Labor Relations Board and the Act, visit the Agency's Website: <http://www.nlr.gov>.

This is an official Government Notice and must not be defaced by anyone.

Rev: 3/16

CERTIFICATION OF COMPLIANCE

Due Date: October 4, 2022

**RE: Mapbox, Inc.
Case(s) 20-CA-283393**

As required by the Settlement Agreement in this matter, this document is a sworn certification of the steps that the Employer has taken to comply.

**Provided Report of Backpay Paid Under the National Labor Relations Act
("Backpay Report") and IRS W-2 Form**

On (date) October 4, 2022, the Employer provided a completed Report of Backpay Paid Under the National Labor Relations Act for each discriminatee who received backpay.

On (date) October 4, 2022, the Employer provided W-2's for each discriminatee who received backpay.

Expunged Records

On (date) September 23, 2022, the Employer removed from its records any reference to the discharges of **(b) (6), (b) (7)(C)** and notified the former employees that their discharges will not be used against them in any way. **A copy of the letters of removal of record have been e-filed.**

I have completed this Certification of Compliance and state under penalty of perjury that it is true and correct.

EMPLOYER

By: _____

Title: _____

Date: _____

(b) (6), (b) (7)(C)

10/4/2022

This form should be returned to the Regional Office via e-file. Please do not e-mail or physically send hard copies of the Certification of Compliance form at this time. If you need assistance in e-filing case documents, please contact the Compliance Officer or Assistant assigned to this case.

SUPPLEMENTAL CERTIFICATION OF COMPLIANCE

Due Date: October 4, 2022

**RE: Mapbox, Inc.
Case(s) 20-CA-283393**

As required by the Settlement Agreement in this matter, this document is a sworn certification of the steps that the Employer has taken to comply.

Make Whole Remedy

On (date)___October 4, 2022_____, the Employer made whole the employees as described in the Settlement Agreement for the loss of wages and benefits.

**Provided Report of Backpay Paid Under the National Labor Relations Act
("Backpay Report") and IRS W-2 Form**

On (date)___October 4, 2022_____, the Employer provided a completed Report of Backpay Paid Under the National Labor Relations Act for each discriminatee who received backpay.

On (date)___October 4, 2022_____, the Employer provided IRS W-2 forms for each discriminatee who received backpay.

I have completed this Supplemental Certification of Compliance and state under penalty of perjury that it is true and correct.

EMPLOYER

By: _____
Title: _____
Date: 10/4/2022

(b) (6), (b) (7)(C)

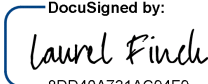
This form should be returned to the Regional Office via e-file. Please do not e-mail or physically send hard copies of the Supplemental Certification of Compliance form at this time. If you need assistance in e-filing case documents, please contact the Compliance Officer or Assistant assigned to this case.

CONFIRMATION OF 60-DAY POSTING

Mapbox
Case 20-CA-283393

The Notice to Employees provided by the National Labor Relations Board in the above matter remained continuously and conspicuously posted for at least 60 days.

CHARGED PARTY/RESPONDENT

By:  _____
8DD48A731AC84F9...

Title: General Counsel and Secretary _____

Date: 11/21/2022 _____



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 20
450 Golden Gate Ave.
3rd Floor, Suite 3112
San Francisco, CA 94102

Agency Website: www.nlrb.gov
Telephone: (415)356-5130
Fax: (415)356-5156

November 28, 2022

Christopher M. Foster, Esq.
McDermott Will & Emery LLP
415 Mission St Ste 5600
San Francisco, CA 94105-2616

Tanja L. Thompson, Attorney
Littler Mendelson P.C.
3725 Champion Hills Drive, Suite 3000
Memphis, TN 38125

Elvira R. Kras, Esq.
McDermott Will & Emory LLP
415 Mission St Ste 5600
San Francisco, CA 94105

Re: Mapbox
Case 20-CA-283393

Dear Mr. Foster, Ms. Thompson, and Ms. Kras:

The above-captioned case has been closed on compliance. Please note that the closing is conditioned upon continued observance of the informal Settlement Agreement.

Very truly yours,

/s/ Daniel J. Owens

Daniel J. Owens
Acting Regional Director

cc: Laurel Finch, General Counsel
Mapbox, Inc.
740 15th St. NW
Washington, DC 20005

David A. Rosenfeld, Attorney
Weinberg Roger & Rosenfeld
1375 55th Street
Emeryville, CA 94608-2609